



# **Neutroon Gender and Opportunity Equality Plan**

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## Abstract

Neutroon reiterates its commitment to establish and continue developing policies that integrate inclusion and equality of treatment between genders, races, religions, nationalities, and orientations.

The values of the company are based on humbleness, the absence of strict hierarchy, and embracing the diversity empowering people to make Neutroon a better company.

Neutroon is committed to create and provide equal opportunities to men and women, banning any form of direct or indirect discrimination for reason of sex, nationality, race, religion, or any other reason.

The impulse of implementing measures to achieve real equality is at the root of our organization. Since the first year of establishment of the company, Neutroon supported the equality of opportunity as a core principle of the corporate policy and Human Resources.

The commitment of Neutroon towards a full equality of opportunities has been put into practice through the institution of dedicated company meetings every 6 (six) months in which new measures and positive actions are presented, discussed, and implemented to guarantee the Gender and Diversity Equality in its broader aspect identified as Gender and Opportunity Equality Plan (G&OEP).

With those meetings Neutroon ensures:

- Gender equality and diversity is understood as the generation of equal opportunity among the individuals, independently from their gender, sex orientation, race, nationality, religion, etc.
- Diversity is seen as an advantage for diversifying the perspectives and the approaches to the professional situations leveraging on different cultures and backgrounds.
- Promote and disseminate inside the company of the values and the practices that set the basis of Neutroon as an organization of people.

- Following-up on the proposed actions and measures, and elaborating proposals for the future.

## Introduction

Especially in tech sectors, the debate on a greater female presence led to the common understanding of a need for a change in the existing gender distribution. Events like SheStartup, Women in tech, DevWomen, AllWomen, just to name a few, are a clear sign that there is a change occurring in the sector and the role played by women in this context. The main objective of these changes is not only to have a greater representation of women, but also to establish new patterns. This mission can be extended to other aspects than gender: race, religion, social extraction, skin color, political and sexual orientation, nationality, etc. All these aspects can be described in a single word: diversity.

It is essential to embrace and actually take advantage of the diversity in order to reach a point that allows to break any established status, motivating and influencing the society towards a better development of the professional life for men and women independently from any other aspect.

## Corporate Statements

The following corporate statements have been written thanks to the collaboration of all the Neutroon employees discussing together during one of the first G&OEP meeting that the company held.

Vision, Mission, Value, and all the corporate statements are regularly updated to keep the company's objectives aligned with the evolution of the sector, the market, the culture, and the society as a whole.

### **Vision**

Neutroon's vision is to become an open ecosystem of connectivity assets and applications that will simplify and dramatically reduce total costs of next-gen hybrid wireless networks (i.e. Wi-Fi and cellular altogether), making them more accessible for SMEs and rural communities. By doing so, Neutroon will help accelerate their digitalization, improving their productivity and reducing the growing digital divide.

Neutroon will be the place to go for new and innovative solutions from bold vendors redefining the industry. These startups will find massive go-to-market opportunities thanks to a seamless and frictionless integration via open and standardized APIs.

### **Mission**

The Mission of Neutroon is to improve productivity, resiliency, and quality of life in our end users by simplifying and optimizing private and local next-generation hybrid wireless networks. Our aim is to democratize these types of networks, by creating an open and frictionless ecosystem of solutions. This will ultimately allow users of all sizes, and in particular SMEs, rural areas, and public services to enable the disruptive technologies of the future they need to thrive.

### **Corporate Values**

We want to build a place where people that are passionate about telecommunications and technological disruption can thrive and fulfill their

dreams to put their knowledge into practice and add value to society on a daily basis and at a global scale.

Our core values reflect our aspirations with regards to the culture and also towards what we expect our people to feel every day at work:

- Humbleness & Ambition: we want people that are open, humble, who listen before talking, but who are hungry and ambitious to create a world-class product.
- User obsession: we are obsessed with providing the best possible UX to our users.
- No hierarchies: we are a flat organization, where everyone counts and where decentralized decision making makes us more agile.
- Diversity: We are convinced that a truly diverse company will make us a better and more responsible company.
- Responsibility: we believe in the power of democratizing technology as a way to bring innovation to the Have Less and to emerging economies.

## Gender and Opportunity Equality (G&OE)

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With those meetings Neutroon will ensure:

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- Diversity is seen as an advantage for diversifying the perspectives and the approaches to the professional situations leveraging on different cultures and backgrounds.
- Promote and disseminate inside the company of the values and the practices that set the basis of Neutroon as an organization of people.
- Following-up on the proposed actions and measures, and elaborating proposals for the future.

### **Resources committed to the implementation of the G&OE Plan**

Neutroon is committing resources in the implementation and improvement of the G&OEP. A specific meeting is organized every 6 months to monitor the status and discuss the following actions aimed to guarantee the implementation of the G&OE policies. All the company members are invited to participate to such meetings (in presence or remotely) with a minimum quorum of  $\frac{2}{3}$  of the company organic. Each meeting is led by an Equality Committee composed by women and men equally distributed who take the ownership of the G&OE Plan and the implementation of the next actions. The Equality Committee is also in charge of extending the representation of the same Equality Committee if needed.

### **Data collection, monitoring, and analysis**

Before, during or after the G&OE meetings data can be collected by the Equality Committee or any other entity nominated by the same Committee. The data

collected are anonymous and remain available only internally and only for the period of time necessary to produce the analysis and reporting.

Once per year, the report is shared with all the company members.

## **Training**

Training sessions and personalized coaching are activities that Neutroon considers extremely important to keep the staff motivated towards the objectives and maximizing the impact of the G&OE actions.

For this reason, Neutroon periodically organize training sessions, in presence or remotely, with experts and coaches covering different disciplines.

The objective of the training sessions is not only to inform and update, but also to engage the different professional profiles and stakeholders. By involving the company organic in this type of activities increase the awareness and help building all those competences necessary to maximize the chances of successfully implement the G&OE Plan.

## **General Measures for Work-Life Balance**

Neutroon strongly believes that an excellent work-life balance is at the basis of excellent professional results. Starting from this assumption, all the Neutroon employees, from the managers, leaders, to the most junior, are empowered to work autonomously and in a self-organized manner.

It is in our value a flat organization, with less hierarchy can lead to better decision making and it allows more flexibility and agility for the day to day operations.

Many activities, as outdoor, outdoor training, celebrations, and events, are organized by Neutroon to host all the company members and their families.

## **Conclusions**



This document has been redacted to formalize the commitment of Neutroon as a company and an organization of people towards the definition, implementation and improvement of the Gender and Opportunity Equality Plan. Since its early days Neutroon valued the principle of equal opportunity and equality of treatment and conditions independently from the gender, nationality, race, religion, or any other aspect characterizing us as human beings.

One of the values of Neutroon is focused on empowering the diversity of its members as a strength, not a weakness.

Neutroon decided to invest in its organic to dedicating an adequate amount of resources to guaranteeing the selection, execution, and further improvement of the Gender and Opportunity Equality policies.